

81-1704

13 AUG 1981

MEMORANDUM FOR: Director of Personnel

VIA: Deputy Director for Administration

FROM: [REDACTED]
Director of Security

SUBJECT: Probationary Screening

REFERENCE: [REDACTED]

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1. References relate to a change in the three-year trial period prior to conversion to staff status by authorizing up to two years of credit to employees who transfer directly to the Agency from elsewhere in the Government. As you are aware, I and members of my staff have held extensive discussions concerning the impact of this change on the Office of Security (OS) role in the probationary screening program as outlined in [REDACTED]. These discussions have reaffirmed to me the demonstrated value of a full coverage repolygraph examination prior to completion of each employee's initial three-year period of employment or as soon thereafter as feasible. The decision to allow conversion to career status in less than three years in selected cases need not negate the security protection afforded by the policy determination inherent in the original decision to adopt a three-year trial period.

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2. Consequently, I have determined that the Office of Security will continue to afford a full coverage repolygraph examination to each employee within three years after initial entrance on duty whether or not they have been granted career status. This full coverage repolygraph examination will be administered prior to the 36th month of employment or as soon as feasible thereafter.

3. Accordingly I am taking the following actions:

a. Advising the Regulations Control Division (RCD) to release the hold that this office imposed on the proposed [REDACTED].

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[REDACTED]

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25X1 b. Submitting a proposed change to paragraph [redacted] which will clarify the policy that all employees, not just probationary employees, are subject to a reinvestigation including full coverage polygraph prior to completing the initial three years of employment or as soon thereafter as feasible.



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